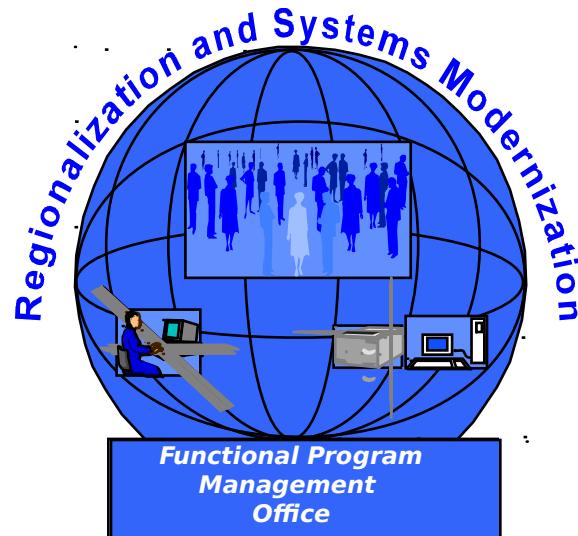


INSTRUCTIONS FOR PRESENTATION

- ◆ This briefing was prepared in PowerPoint 4.0. It was intended to be viewed on your personal computer or paper or to be delivered as a group presentation.
- ◆ Before you view this briefing or present it to a group, you must **view it or print it in Notes Page format to obtain the text for the briefing.**
- ◆ The first several slides in this presentation provides definitions to terminology used in the briefing. If you are presenting this briefing to a group it is recommended that you provide the audience with a copy of the definition slides rather than covering them in detail as part of



DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE



Shaping the Future Together

MODERN DCPDS OVERVIEW April 1998

**Regionalization and Systems Modernization Division
Defense Civilian Personnel Management Service**

**703-696-1760
DSN 426-1760**

<http://www.cpms.osd.mil>

MODERN DEFENSE CIVILIAN

PERSONNEL DATA SYSTEM (DCPDS)

OVERVIEW

- ◆ **The Modern DCPDS**

- ◆ **Development**

- ◆ **Testing**

- ◆ **Deployment**

- ◆ **Training**

- ◆ **System Administration**

- ◆ **Security**

- ◆ **Summary**

TERMINOLOGY

- ◆ **Defense Civilian Personnel Data System (DCPDS) - Legacy System**
- ◆ **Defense Civilian Personnel Data System (DCPDS) - Modern DCPDS**
- ◆ **Integrated Personnel Process Improvement Suite**
- ◆ **Open System**



TERMINOLOGY

- ◆ **Network**
- ◆ **Server**
- ◆ **Client-Server**
- ◆ **Local Area Network (LAN)**
- ◆ **Wide Area Network (WAN)**
- ◆ **Relational Database**



TERMINOLOGY

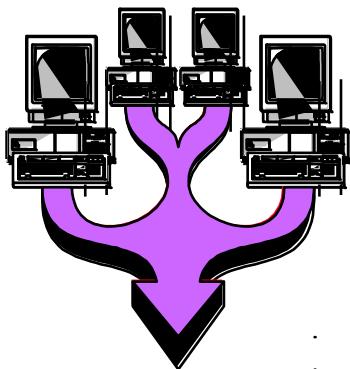
- ◆ **Graphical User Interface (GUI)**
- ◆ **Regional Service Center (RSC)**
- ◆ **Customer Support Unit (CSU)**



THE MODERN DCPDS

- ◆ **What is the Modern DCPDS**
- ◆ **Top 10 Reasons for a New System**
- ◆ **What It will Look Like**
- ◆ **How It Will Work (Operating Environment)**
- ◆ **Benefits to the User**

WHAT IS THE MODERN DCPDS?



- ◆ **A Human Resources Information System for DoD Civilian Employees**
 - Replaces DCPDS (legacy system)
 - Replaces Component headquarters systems
- ◆ **New architecture**
 - client-server
 - open system
 - relational database

TOP TEN REASONS

- ⑩ **Eliminated multiple systems**
- ⑨ **Eliminated stovepipe systems**
- ⑧ **Implemented current technology**
- ⑦ **Reduced costs**
- ⑥ **Integrated reengineered personnel processes**
- ⑤ **Improved business processes**
- ④ **Ensured year 2000 compliance**
- ③ **Supported Regionalization**
- ② **Provided direct access to information**
- ① **Improved service**

Action Edit Query Go Folder Special Help Window



People

Name

Last KEENE
 First CAROLYN
 Middle JANE
 Preferred CARRIE
 Previous Last HARDY
 Prefix Mrs. Female

Type Employee
 Hire Date 15-JUN-1994

Identification

Employment Information

Ethnic Origin Black
 Visa Type
 New Hire Already Reported
 Child Support Obligation

Effective Dates

From 28-FEB-1997

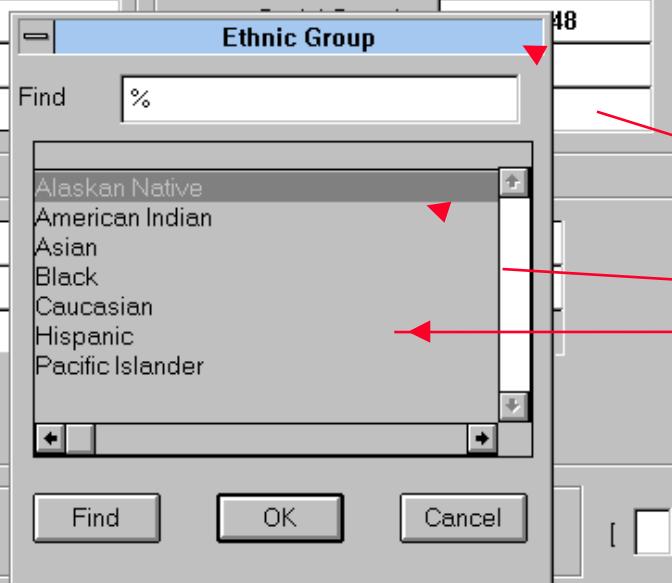
Address

Picture

Assignment

Special Info

Others...



MENU BAR

TOOL BAR

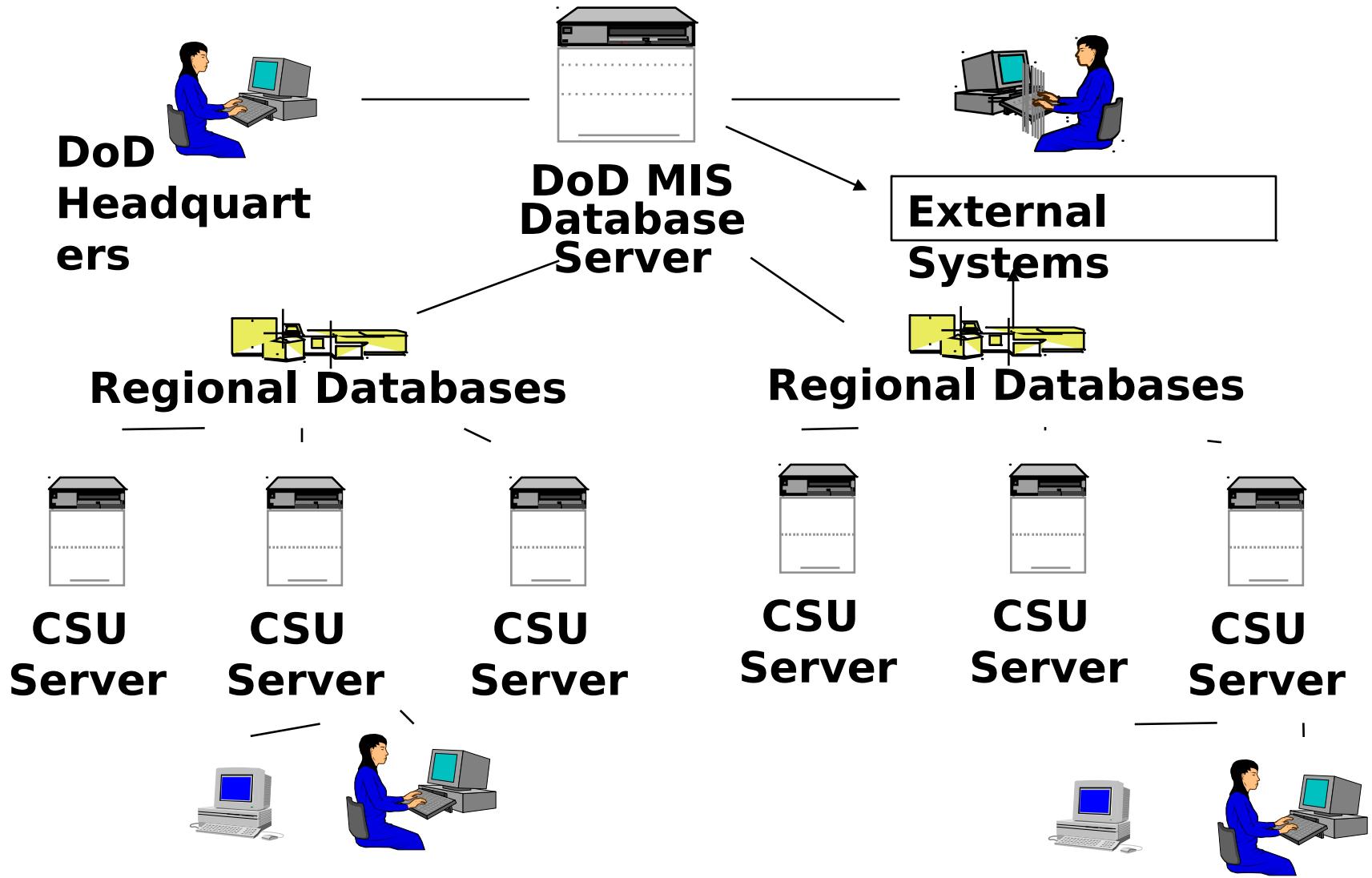
POP-UP MENU

LIST OF VALUES

WORK FLOW
BUTTONS Close Existing Windows

Open

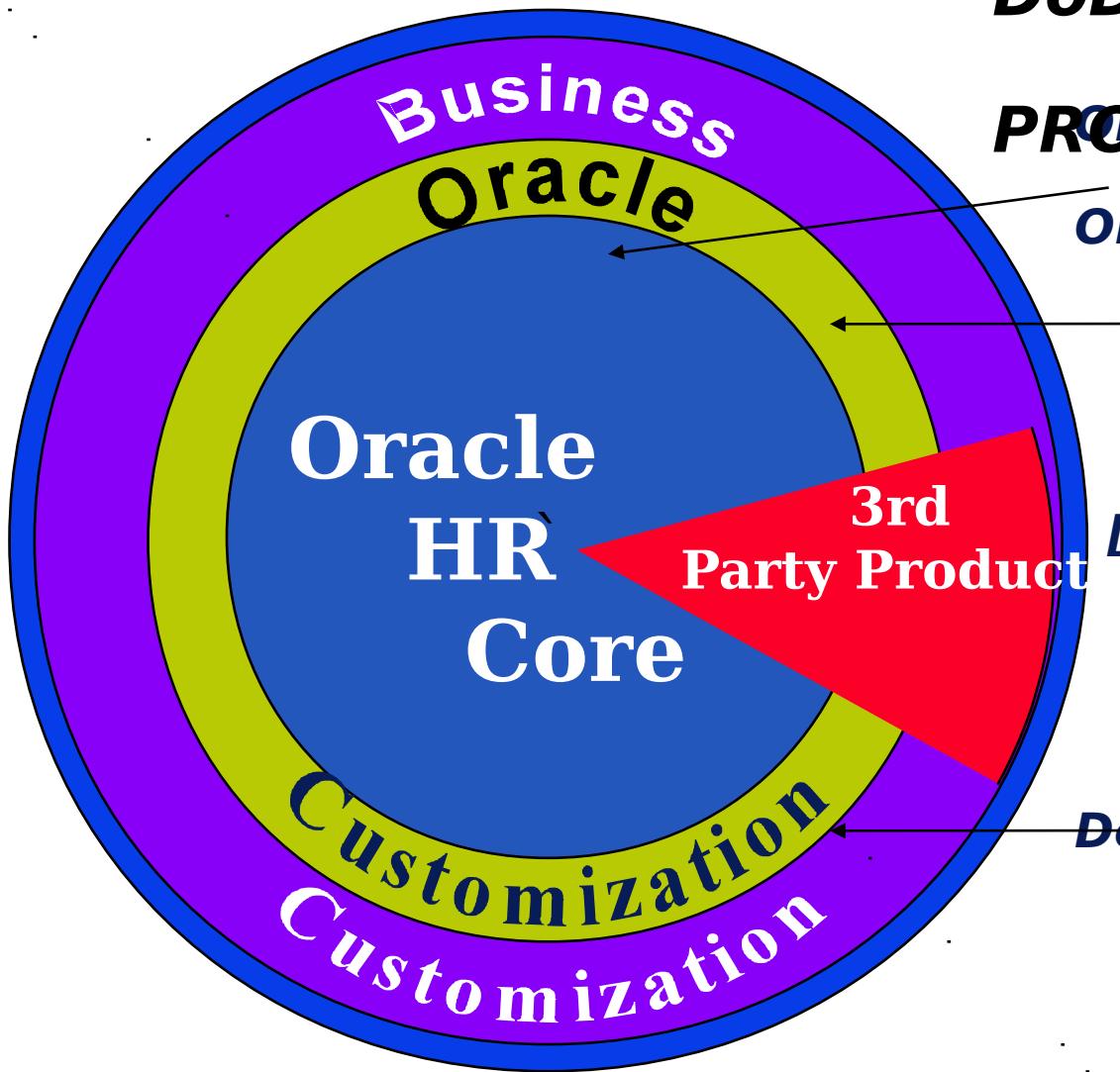
HOW IT WILL WORK (OPERATING ENVIRONMENT)



BENEFITS TO THE USER

- ◆ **Increased access to information**
- ◆ **Enhanced productivity**
- ◆ **Reduced redundant operations**
- ◆ **Improved human resources operations**

SYSTEM DEVELOPMENT



DoD TOTAL

PRODUCT COTS

ORACLE HR Federal Version

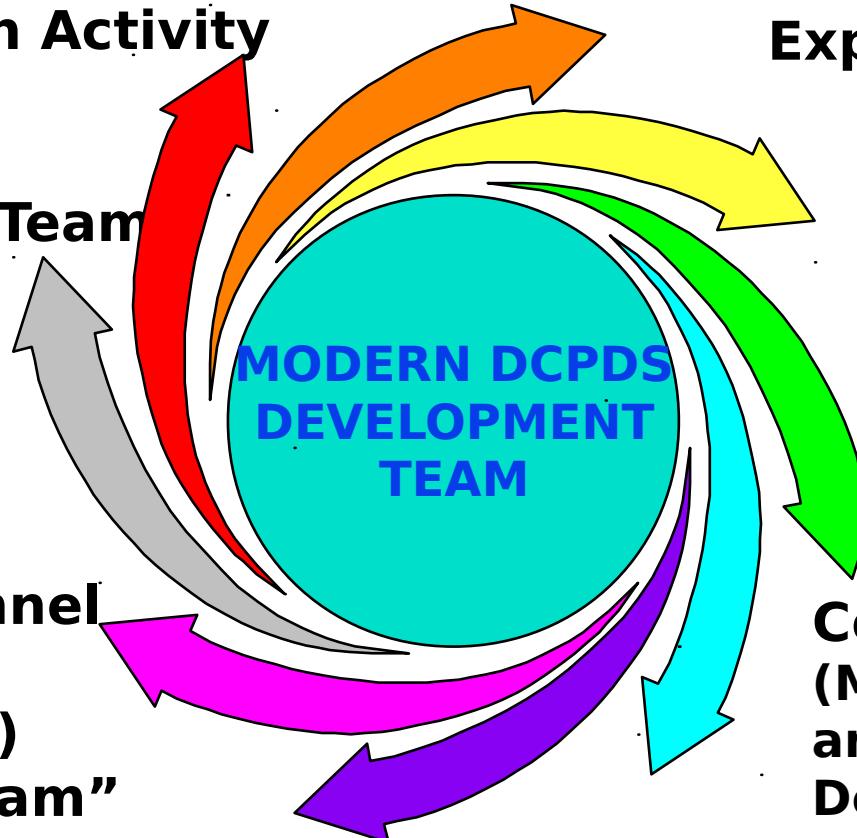
[(e.g. Resumix, Oracle Training Administrator (OTA))]

Administrator (OTA)

DoD Extension

THE DEVELOPMENT TEAM

**Air Force
Central Design Activity
(CDA)
“Technical
Development Team”**



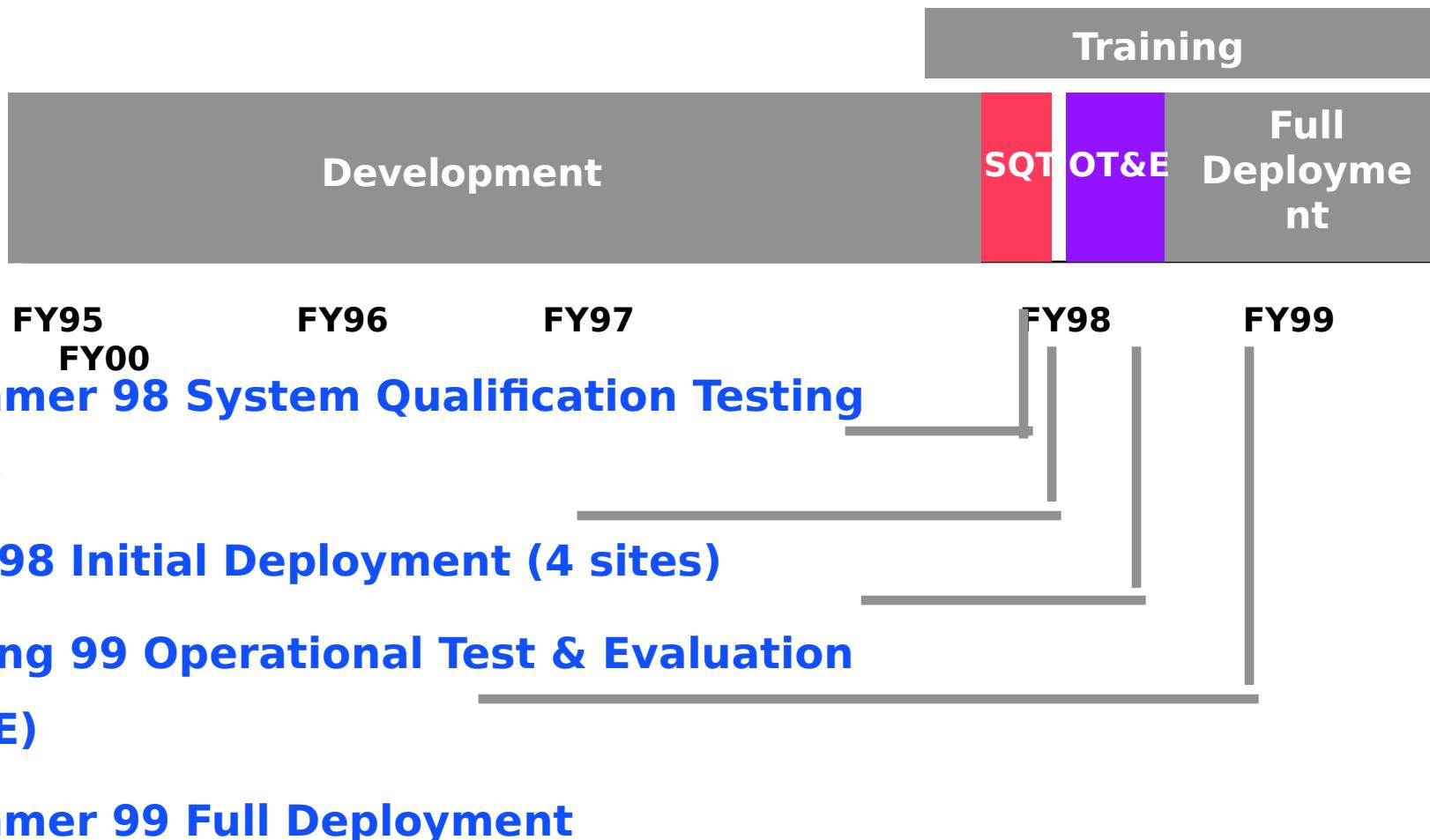
**Oracle
Experts**

**Resumix
Experts**

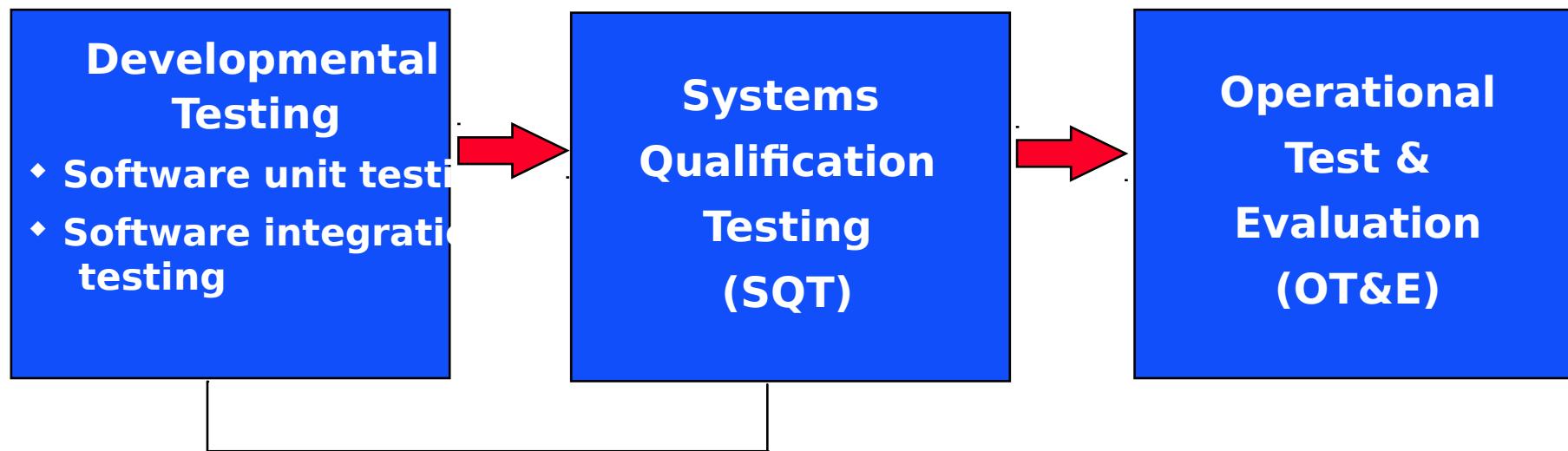
**Components
(Military Departments
and
Defense Agencies)**

***....Each has an Important
Role***

WHEN WILL IT HAPPEN?



TESTING



- Conducted by developers & functional analysts with Component participation
- Mercury test tool

- Deployment to 4 sites
- Assesses system usability
- Conducted by Air Force Operational Test & Evaluation Center (AFOTEC)

DEPLOYMENT PHASES

INITIAL DEPLOYMENT

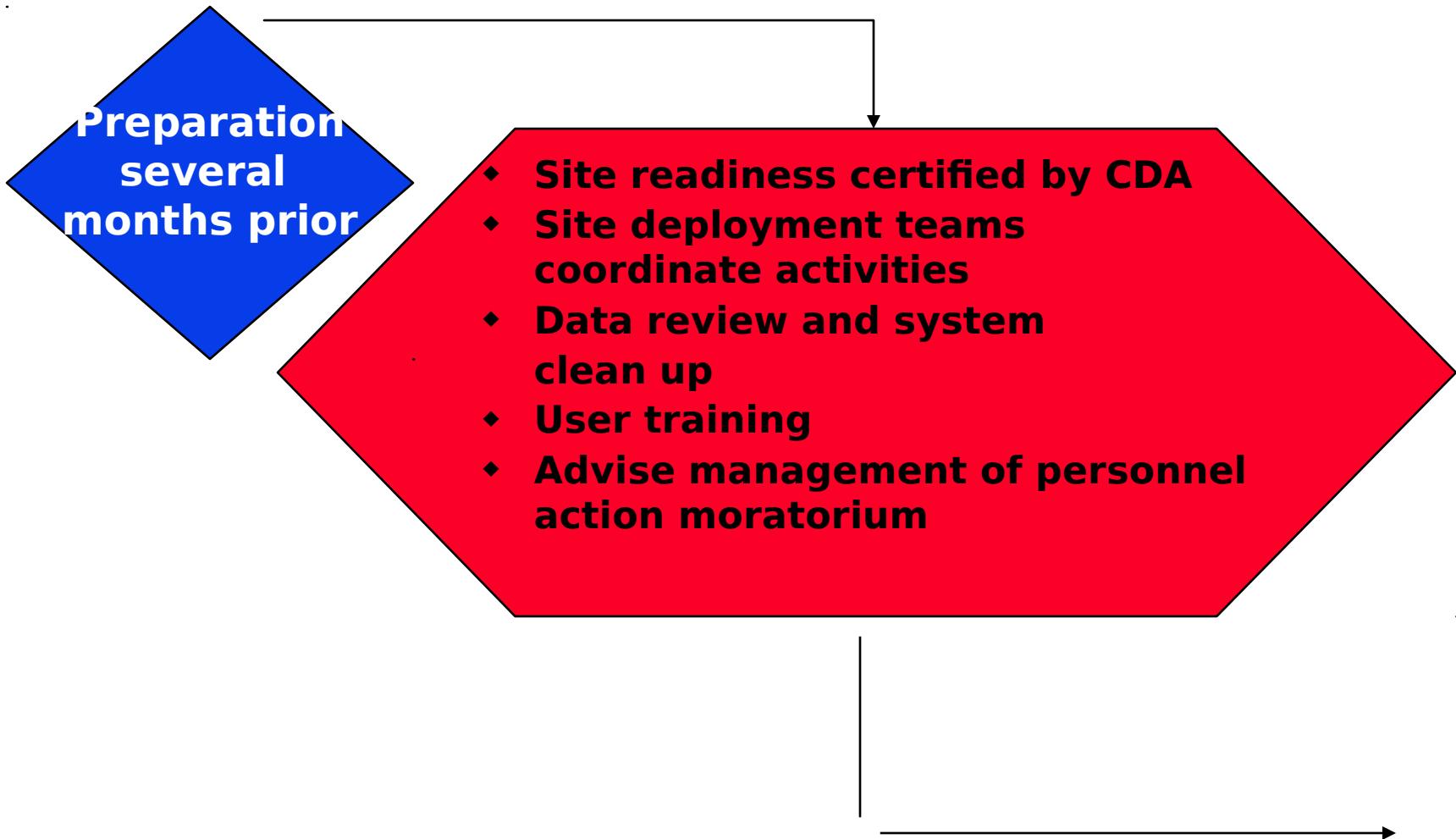
- Four Sites
- Ft. Richardson, AK
- Silverdale, WA
- Personnel Center, Randolph AFB, TX
- Washington Headquarters Service, Washington DC
- OT&E



FULL DEPLOYMENT

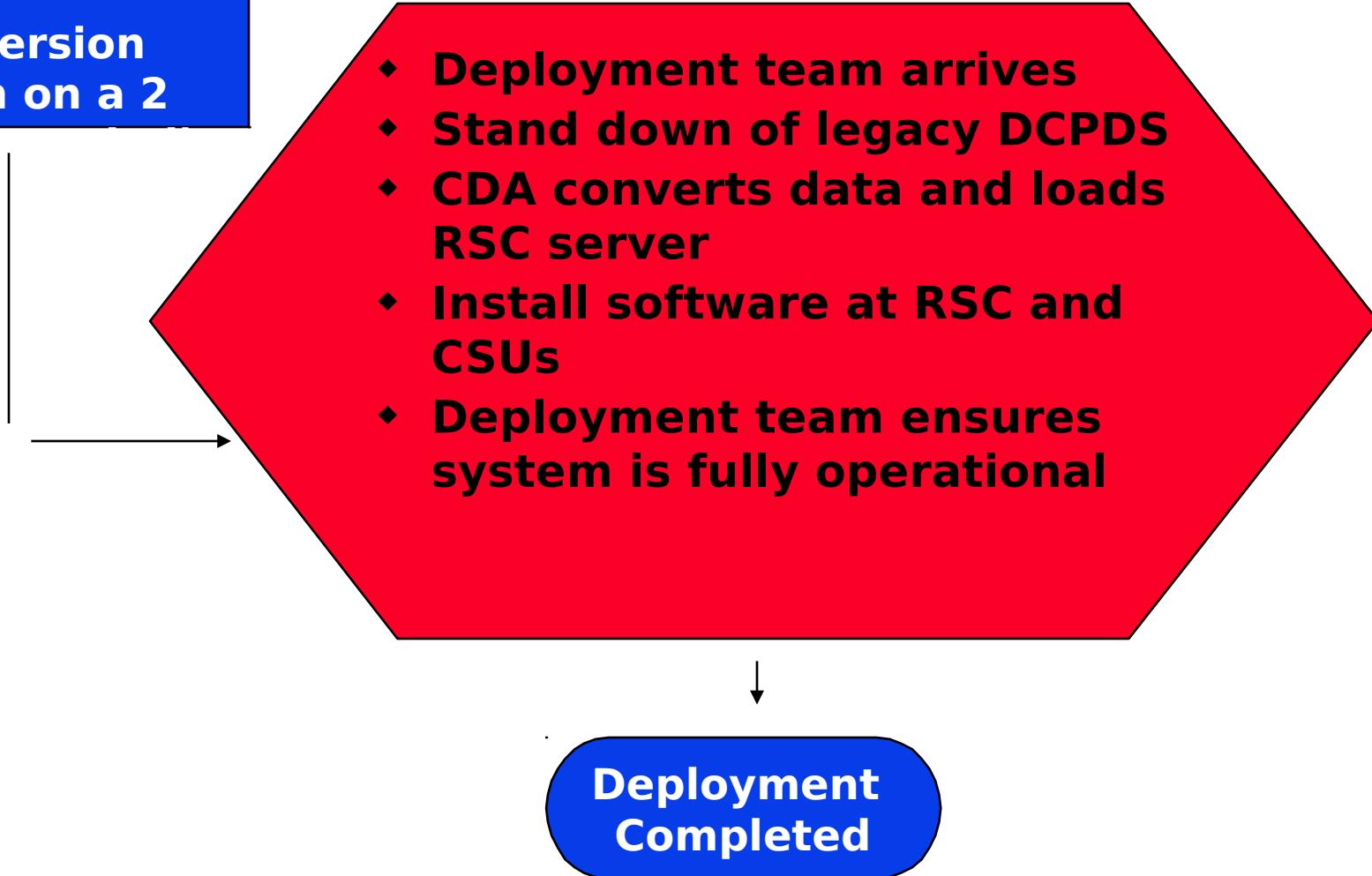
- All remaining RSCs & CSUs (schedule TBD)
- One to two RSCs deployed per pay

DEPLOYMENT SEQUENCE



DEPLOYMENT SEQUENCE

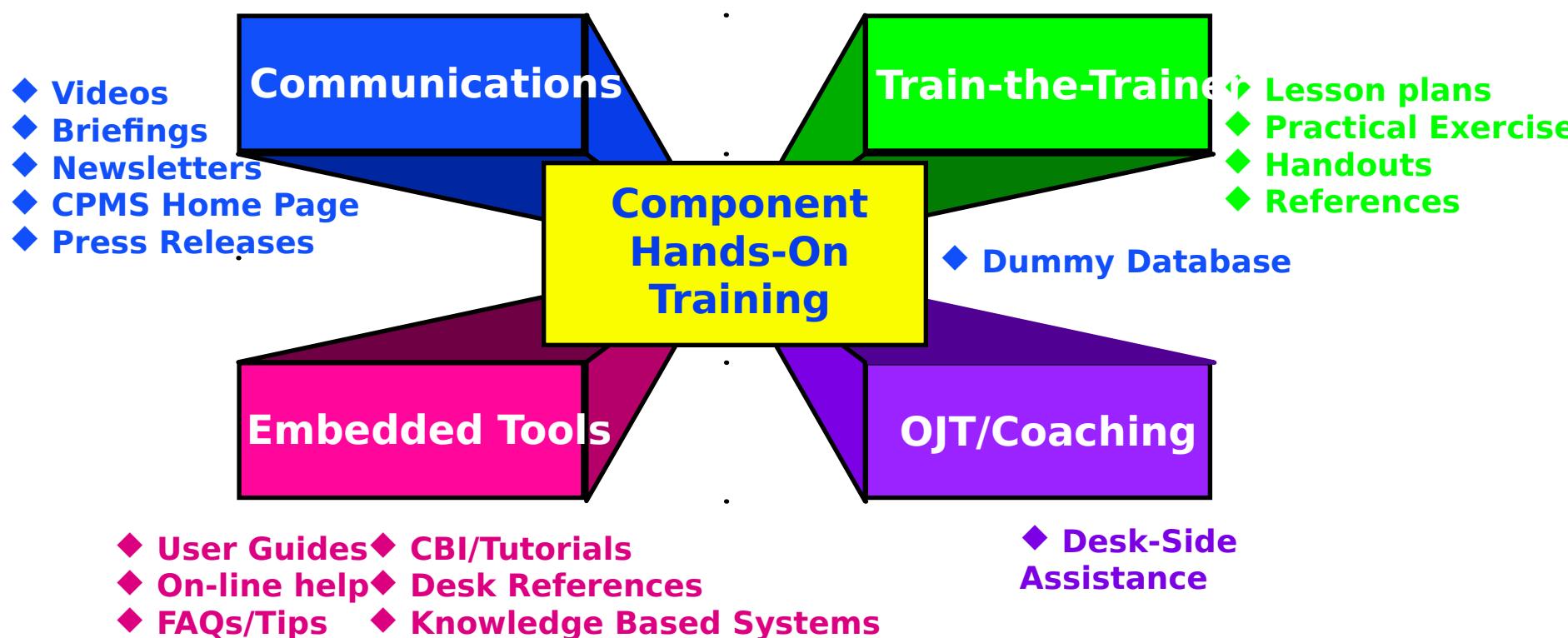
Installation
and
conversion
(plan on a 2



- Deployment team arrives
- Stand down of legacy DCPDS
- CDA converts data and loads RSC server
- Install software at RSC and CSUs
- Deployment team ensures system is fully operational

Deployment
Completed

TRAINING AND PERFORMANCE SUPPORT



CPMS
Conducts Train-the-Trainer for Component Trainer Cadres

HR STAFF TRAINING

Component Trainers Conduct Hands-On Classroom Training Session

Individual Practice w/ "Dummy"

Deployment

TRAINING TEAM COMPOSITION

- **Technical Advisor (System Administrator)**
- **Subject Matter Experts**
 - Classification
 - Staffing
 - Employee Management Relations
 - Training & Development

On-Going Performance Support

On-line support tools
OJT
Coaching

HUMAN RESOURCES STAFF CURRICULUM

PREREQUISITES

★ Basic Computer Skills

CORE

Overview of the
modern DCPDS

SPECIFIC TO DUTIES

Classification &
Position Management
Using the Modern
System

Staffing
Using the Modern
System

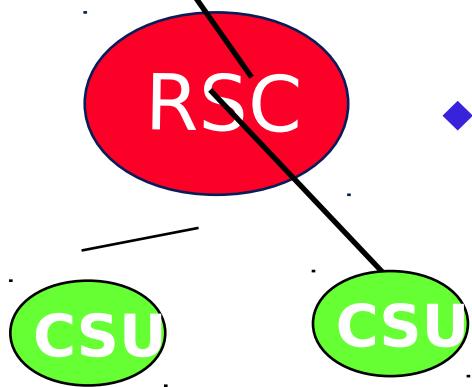
Administering
Workforce Relations
Using the Modern
System

Administering
Benefits &
Entitlements
Using the Modern

Employee Training &
Development
Using the Modern
System

★ On-line Support ★ On-the-Job Coaching ★ User Guides ★ "Cheat Sheets" ★ Call Center

SYSTEM OPERATIONS



- ◆ **CPMS PROVIDES CENTRAL SERVICES**

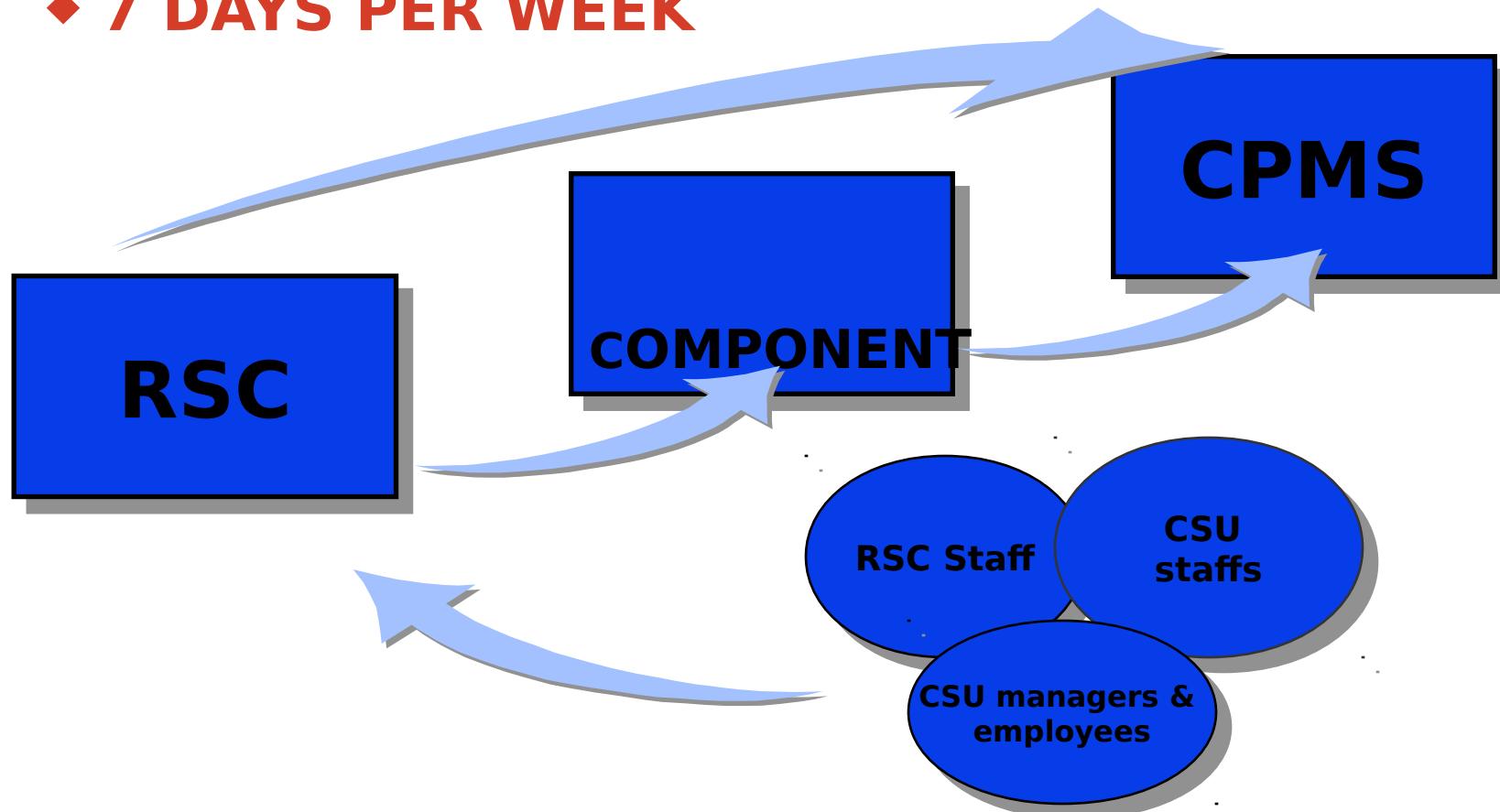
- Configuration management**
- Database administration**
- Performance monitoring**
- Backup and recovery**
- Software distribution**

- ◆ **COMPONENTS**

- Arrange for WAN support**
- Monitor LAN**
- Provide Web-related services**
- Request & coordinate system change requests**

HELP DESK SUPPORT

- ◆ WORLD WIDE SUPPORT
- ◆ 24 HOURS A DAY
- ◆ 7 DAYS PER WEEK



SYSTEM SECURITY

★ **Inherent in modern DCPDS architecture**

Everyone's business

- ◆ CPMS

- Develops security policy

- ◆ System Administrators

- Perform security management

- Issue user accounts

- ◆ Components

- Establish policies to ensure compliance with DoD and Component security requirements

SUMMARY

- ◆ **The modern DCPDS will improve civilian personnel operations and increase access to human resources information**
- ◆ **Development is underway and deployment is scheduled to be completed in the Year 2000**
- ◆ **Preparation for deployment is imperative -- to include facility, equipment, and training of personnel**